



INsideCorrections

March 2009, Volume 11

Indiana Department of Correction Employee Newsletter



From the Commissioner

Edwin G. Buss

Effective communication remains a top priority for me and the Indiana Department of Correction (IDOC), especially with facilities and offices located in each corner of Indiana. Since becoming Commissioner, I have strived to find innovative and efficient ways to improve communication among the approximately 7,500 IDOC employees. Now, the agency has a variety of new tools to encourage the sharing of ideas, streamline the dissemination of information, and connect every facility, office, and employee as we work daily to ensure that the IDOC performs at its highest potential.

One of those tools that I believe has the potential to foster more employee involvement and increase the sharing of concerns, ideas, and yes, even criticisms, is the Commissioner's Blog. The Blog officially launched on December 12, 2008, and since then, I have posted items on training issues, employee recognition, military spotlights, and news about the agency. I also intend to post additional items in the future to garner even more employee feedback. Indeed, employees have already posted over 90 comments on a wide range of issues.

Currently, the Blog is open to all IDOC employees and can be accessed using a state computer by going to <http://intranet.idoc.in.gov/comblog/default.aspx>. Since the Blog is still in a trial phase, it is not yet available from home computers. Certainly, I take the Blog seriously and look into each comment made, and through the Commissioner's Replies function, I address each concern. The Commissioner's Blog will continue to serve as an important way to communicate, and it is my hope that its positive reception thus far will continue to grow. Keep checking the Blog for new posts and updates!

Solutions 4 Success is another great tool designed for employees to submit their ideas, suggestions, and solutions for the Department. I encourage you all to continue voicing your thoughts and concerns and send them to solutions4success@idoc.in.gov. I want to always ensure that staff share their ideas on how to improve the Department and the safety for citizens of Indiana, and Solutions 4 Success is a great way to do that!

Also, the IDOC website has seen many additions and updates in recent months. Now, anyone can subscribe to receive e-mail alerts when website updates occur. Currently, 7,762 people are subscribed for the IDOC alerts, and 22,437 e-mail alerts have been sent since January 1, 2009. Regularly, items such as statistical data, news releases, and Weekly Views are added

to the website to provide the most up-to-date information about the Department. I encourage you all to stay informed about IDOC happenings, and the website is a great way to do that.

These initiatives represent just a few ways communication in the Department has improved. I will continually look into ways to connect all of us, but I am confident that through improved technology, lines of communication will continue to be open and better than ever!

Thanks for all that you do! ■

INside This Issue

- 2 Special Olympics World Games
- 3 Planning Strategically for Success
- 4 Plainfield Participates in National Training Conference
- 5 From the Deputy Commissioner of Operations
- 6 Artists Within
- 7 From the Deputy Commissioner of Re-Entry
- 9 Miami Honor Guard Presents Colors at Indiana Ice Game
- 10 Pendleton Offenders Provide a Reality Check to At-Risk Youth
- 11 Governor Daniels Celebrates National Award for DOC Program
- 12 Indiana DOC's Response to Meth Epidemic
- 15 A Big Plus
- 16 PEN Products Hosts Samaritan's Feet
- 17 Offenders Face the Fear of Job Interviewing
- 18 Hoosier Roadside Heritage
- 19 IDOC & Crime Stoppers Team Up
- 20 Building Homes and Careers



The Department's Vision & Mission Statement

THE VISION

We, the dedicated professionals of the Indiana Department of Correction, strive towards a safer, more secure Indiana for those we serve through innovative programming and community partnerships.

THE MISSION

The mission of the Indiana Department of Correction is to empower the agency's staff of correctional professionals, to increase public safety and reduce recidivism through successful re-entry programs that allow offenders the opportunity to positively contribute to Indiana communities.

Special Olympics World Games

Mike Smith, Public Information Officer – New Castle Correctional Facility

Dan Meadows, Case Manager with The GEO Group at the New Castle Correctional Facility, represented the State of Indiana in the final leg of the Special Olympics Torch Run for the World Games held in Nampa, Idaho during February 2009. Dan's odyssey to the World Games began in November 2008 when he was selected by the Indiana Law Enforcement Torch Run Committee for this honor. All but four states were represented and participated in the final leg of the run.



Dan Meadows, holding the torch on the left, poses with his team.

Dan was assigned to team #8, which consisted of nine runners that met the "Flame of Hope" in Coeur d' Alene, Idaho on January 29. It should be noted that the torch had traveled over 37,000 miles across five continents by the time it reached Idaho. The team, along with various other teams, carried the torch for nine days on its final leg to ignite the cauldron at the Opening Ceremonies. The teams carried the torch to scores

of cities and towns throughout Idaho, including a trip to the Canadian border where they were met by four officers of the Royal Canadian Mounted Police and the Border Patrol.

Along the route, the teams were

greeted by local dignitaries and spectators who all showed their support in honoring the spirit of the Special Olympics global movement and delivering a message of hope to communities where people with intellectual disabilities continue to fight for acceptance and a chance to excel without barriers.

The Law Enforcement Torch Run for Special Olympics is the world's largest grassroots fundraising vehicle for Special Olympics. Throughout the year, law enforcement personnel participate in fundraising activities of various kinds to raise money and awareness for Special Olympics. ■



INsideCorrections

We welcome all submissions. Please submit articles to:
Douglas S. Garrison, Chief Communications Officer
E-mail: dsgarrison@idoc.in.gov

Designed by: Nicole D. Arb,
Graphic Design Department, PEN Products

Indiana Department of Correction
Indiana Government Center South, Room E334
302 W. Washington Street, Indianapolis, Indiana 46204

www.in.gov/idoc/



Planning Strategically for Success

Chief of Staff Dan Ronay

Many organizations have realized that strategy can no longer be decided in the Executive Conference Room and merely handed down to staff. Success is dependent on obtaining the best available information and acting on it quickly. Employees at all levels are often the best source for this information and are positioned to turn their experiences into results. A key step is recognizing that all staff make decisions that affect an agency's strategy, both positively and negatively.

If we are to be successful in future endeavors, we must plan for the future and define and pave the road we will be using to get where we want to be. We must define our vision, mission, and values from Westville to Branchville, from Rockville to New Castle. We must cross through all facilities and Parole Districts in Indiana and embrace the thoughts, opinions, and dreams of all stakeholders, both internal, and external.

In order for us to be successful, there needs to be a road map for success. A strategic plan helps to provide direction and focus for all of us. It points to specific results that are to be achieved and establishes a course of action for achieving them. A strategic plan also helps all of our departments, divisions, and facilities to work together toward common goals. Most important, the plan identifies and defines what is important to us and what is not.

The more than 7,500 staff of the Indiana Department of Correction,

inclusive of our Medical & Food Service contract employees, make up the fabric of professional corrections in Indiana. Discussing the future, drafting a plan, and implementing a plan, without including all staff in the process, would not create a true Agency Strategic Plan. The only way to create a true Agency Strategic Plan is to include all staff in our discussion of the future and the drafting and implementation of that plan.

In February, we embarked on a mission that will realize a sound Agency Strategic Plan 2009-2013 in July 2009. Three teams—North, Central, & South—have formed to complete the task of identifying where we are now, where we want to be, and how we will get there during the years of the plan.

Each team has approximately 30-35 members representing the entire gamut of diverse staff that we embrace in our Agency—people with varying job descriptions, both external and internal stakeholders, offenders, Community Corrections professionals, and all other parties that are concerned about our Agency. Team members will be interviewing staff, conducting surveys, listening and documenting your views and desires for the future as well as the present, and meeting continuously from February through the end of May.

The teams' tasks are to assemble and draft their version of the Agency Strategic Plan based on discussion outcomes, input from all staff in their region, and data points on our financial resources, leader's vision, and the statutes that establish

and direct us as a state agency and a professional Department of Correction. Drafts will be shared with Team Headquarters, and they, along with representatives from each team, will create the final plan.

I am excited about our prospects for the future, inclusive of the implementation of a sound strategic plan that will guide us towards our success. Building a strategic plan is not difficult. It will take some thought and some feedback from our stakeholders. Most importantly, it requires action and input from ALL of us as it shapes our workplace, our environment, our leadership, our culture, and our future. The process of developing a strategic plan should be rewarding for all involved and, when implemented correctly, it should have a significant impact on our Agency. As the former Director of Staff Development & Training, and now as Chief of Staff, I have been privileged with the opportunity to travel throughout the United States representing the Department at conferences and events by presenting workshops and engaging in professional discussions concerning the needs and directions of corrections. I am extremely happy and honored to report that the Indiana Department of Correction is highly valued and respected by our profession nationwide.

Many of the ideas and actions that YOU have accomplished or contributed to have had a deep impact on other departments of corrections. As we forge ahead, continue to be innovative, think

Article continued on page 5

Plainfield Correctional Facility Participates in a National Training Conference and Competition at Texas State University

Kevin Mulroony, Administrative Assistant – Plainfield Correctional Facility

Earlier this year, Texas State University hosted nearly 300 law enforcement and correctional officials for a unique competition and training. 23 teams participated, including Hays, Comal, Travis and Williamson counties in Texas, municipal teams from San Marcos, Austin, and San Antonio, the Naval Criminal Investigative Service (NCIS), the Bureau of Alcohol, Tobacco, Firearms and Explosives, the Federal Correctional Institute from Florence, CO and other departments from as far away as Indiana (Plainfield Correctional Facility). Teams, consisting of about eight members, went through training classes Tuesday and were thrown into hostage-style situations they had to diffuse Wednesday and Thursday.

The entire three-story Hines Academic Center on the Texas State University campus was transformed into a training station. Negotiating teams were each in classrooms talking to hostage takers – actors in Texas State’s criminal justice program – who were stationed in what was called “bad-guy central,” a classroom in the basement of Hines.

Wednesday’s simulation involved a couple who overpowered and disarmed correctional officers during a tour at a center for upset youth. Sufficiently lax security allowed the couple to take hostages with a TASER. Thursday’s simulation involved a group of pacifists, infiltrated by a suicide bomber, taking over and barricading themselves in a federal enlistment facility.



Plainfield SITCON Team Members pose with Superintendent Wendy Knight.

Plainfield Correctional Facility was represented by SITCON members Tracey Ridge, Steve Krause, Robin Thompson, Mary Parks, Jeremy Ashenfelter, and George Shepherd. The team paid for their own registration to the conference/competition and then worked fundraisers to earn the extra money needed to pay other expenses to travel to the university. They attended a class on Monday evening, started to get acquainted, and were confronted with a decision. Several experienced, correctional attendees advised some of the Plainfield Team that the first year should be observation and learning. The team discussed this option and opted to keep to the planned idea of participating.

Team Leader Tracey Ridge made the negotiating assignments of G. Shepherd as team leader, T. Ridge as assistant team leader, R. Thompson as primary negotiator, S. Krause as secondary negotiator, M. Parks as the recorder, and J. Ashenfelter as the secondary recorder/board man. The team competed on Wednesday and

observed other teams on Thursday. It was a humbling learning exercise when the other departments gave their debriefing to the team. The biggest shock came when Wayman Mullins started naming off the top three placing of the correctional departments participating: Plainfield Correctional Facility placed third out of 11 correctional teams. Sheriff Tommy Ratliff of Hayes County presented the trophy.

Upon their arrival back to Indiana, the team presented the trophy to Superintendent Wendy Knight in her office. Staff Development Emergency Operations Director Richard Curry and Assistant Superintendent Craig Grage, who both were present, also congratulated the team. The trophy belongs to the staff of Plainfield Correctional Facility by virtue of their confidence and support given to this SITCON team. ■

PEN Products offers environmentally-friendly cleaning products.



call us:
(800) 736.2550 toll free



From the Deputy Commissioner of Operations

Michael Osburn

In the short time I have had the opportunity to serve as Deputy Commissioner of Operations, I have been vastly impressed by the support given to me and the teamwork shown by IDOC staff. Undoubtedly, adjusting to changes and new ideas is never easy, but through hard work and collaboration, I have seen that the IDOC's Operations Division can take what seem to be difficult tasks and complete them with great ease. Thus, here are just a few examples of the new, ongoing projects within the Operations Division.

Prison capacity increasingly is becoming a challenge for the Department. In response to that challenge, an expansion at Madison Correctional Facility is underway. To prepare for the expansion, 25 staff members have been sent to assist Superintendent Jan Davis as she and the facility prepare to take on additional offenders. The teamwork involved as the project progresses has been tremendous, and I commend Superintendent Davis and her staff for their dedication to making this project run as smoothly as possible.

Additionally, as budgetary concerns grow, finding new cost savings has become more of a priority. Hence, offender releases statewide now only occur twice a week, instead of five days a week, in order to streamline transportation costs. The coordination of this effort relied heavily upon the cooperation between field staff and Central Office Classification staff, and I have been extremely pleased with how the process has been implemented.

When hard work yields success, recognizing that success is a priority, so I would like to congratulate the five facilities that received accreditation from the American Correctional Association (ACA) at the 2009 Winter Conference in Kissimmee, Florida: Branchville Correctional Facility, Henryville Correctional Facility, Rockville Correctional Facility, Pendleton Juvenile Correctional Facility, and the Indiana State Prison. Director of Audits Ron Allen and his staff have done a remarkable job helping facilities prepare for ACA audits, and the division has a full schedule again in 2009.

Furthermore, Director of Operational Support Lina Presley and her staff continually demonstrate their leadership and effectiveness, and this was recently showcased as Director Presley was asked to attend a meeting for the National Gang Intelligence Center. She traveled to Arlington, Virginia on February 5, 2009 as part of a select group of state correctional Security Threat Group intelligence experts for a focus group meeting. Complex issues were discussed at the focus group meeting that will affect the DOC community and how it does business with the federal government. The meeting gave Indiana another chance at being in the forefront and cutting edge of information sharing. Director Presley has been on the board of the National Major Gang Task Force since 1992 and has been on the board of the National Alliance of Gang Investigators since 1998. Under her leadership, the IDOC Security Threat Group program began and has made significant progress.

Even though the rest of 2009 will surely bring tests and challenges, I am confident that the IDOC and the Operations Division will be ready to pass the tests and meet the challenges. ■

Planning Strategically for Success

Article continued from page 3

outside the box, measure what we expect our outcomes to be, and work together as a team of correctional professionals. Doing those things will help the Indiana Department of Correction remain at the forefront for many years to come. Thank you for being part of the team! Please help us plan strategically for our future success!!

Team Leaders to contact:

- North: Mark Levenhagen, John Schrader, Dorothy Jones, Jeff Batchelor, Nicole Doctor, Eric Comeno.
- Central: Tom Hanlon, Lori Harshbarger, Sharon Deford, Nancy Riley, Amy Ulshafer
- South: Alan Finnan, Rick Newton, Victor Manzo, Jennifer Saroka, Teresa Littlejohn.
- The Agency's outside facilitator for this process is Ms. Carol Flaherty-Zonis.

Please applaud and support these fine staff. ■

Artists Within

Barry Nothstine, Public Information Officer –
Indiana State Prison

Offenders from Indiana State Prison, working through the Education Department, have a say in developing their futures. The Artists' Guild

continues to encourage any and all incarcerated artists to participate in these activities which are supported by the administration. Furthermore, with the support of the Continuing Education Counsel (CEC), the Artists' Guild will continue to provide new and exciting forms of art instruction and demonstration to the community of artists at the prison.

Indiana University Northwest Art Galleries for Contemporary Art and the Education Department for the Indiana State Prison are planning an art exhibition for the Artists' Guild members. The exhibit will be at the Substation No. 9, located at 435 Fayette Street, Hammond, IN and will run March 6 to April 17. The hours for the exhibit will be Monday through Friday 10:00 a.m. until 3:00 p.m. The title for the exhibit is, "Artists Within: Behind the Walls of Indiana State Prison, Michigan City."

Ann Fritz, Director of Indiana University Art Galleries, and Chris Sheid, Communication Specialist for IUN News, visited the facility and interviewed offender artists John Applegate, Norman Ford, and Kyle Fike, who are planning on exhibiting their work at Substation No. 9. The men were interviewed and photographs of their artwork were taken for the IUN News article in preparation for the art exhibit. The magazine will also be exhibited on the



Displayed
art by John Applegate
and photographed
by Chris Sheid.

university's web site
www.iun.edu.

The Artists' Guild was formed by the Education Department on May 4, 2006, which came as a result of the first gallery showing of the offender artwork at the Lubeznik Center for the Arts. The Artists' Guild was created to act as a liaison between the artists, administration, outside volunteer artists and gallery directors, while at the same time creating a community of artists.

Since 2006 the Artists' Guild has:

- Maintained a consistent relationship with the Lubeznik Center and its Program Director, Mr. Edwin Shelton;
- Participated in approximately ten gallery exhibitions at the Lubeznik Center, as well as at three other galleries;
- Sponsored more than a dozen seminars with outside volunteer artists from the surrounding area;
- Donated over \$1,000 worth of artwork to WNIT and the IDOC for fundraising events;
- Purchased over \$1,000 worth of art instruction and demonstration videos/DVDs which are shown on the CEC sponsored institutional television channel 15, also called "CEC on TV"; and
- Purchased books and materials for two drawing workshops facilitated by members of the Artists' Guild. ■

Team Mentoring Program at Indiana State Prison

Frank Masley, Unit Team Manager –
Indiana State Prison

To meet the needs of a growing population of "mentally challenged offenders," the Indiana State Prison has developed a Team Mentoring (TM) program. Mentally challenged offenders encounter many difficulties attempting to assimilate into general population and live normal lives. TM is a transition program that serves as a buffer for these offenders by giving them the help they need to make the adjustments necessary to function well among their peers. As the phrase "team mentoring" implies, mentally challenged offenders are not left on their own to face the challenges of living in various housing units or general population. They are grouped with well-trained TM offender workers (providers) with whom they live, work, and participate in programming together.

This comprehensive program is designed to challenge all offenders to understand the mutual benefits of TM and to behave positively toward those making transition. To the extent that mentally challenged offenders succeed in their quest to function well in general population, the entire prison community is strengthened and improved. TM gives every offender the

Article continued on page 10



From the Deputy Commissioner of Re-Entry

Team Re-Entry: Indiana's Hidden Protectors of the Public's Safety

Randy Koester

Indiana has the distinguished honor of being a national leader in correctional practices. We have developed programs that work: our most recent figures indicate a decrease in recidivism two years running. The American Correctional Association and Governor Mitch Daniels recently recognized the CLIFF program as an Exemplary Offender Program “that is being copied around America.” The PLUS program was chosen as the American Correctional Chaplains Association’s Judith Coleman Chaplain Offender Program. Offenders in the PLUS units have substantially lower rates of conduct reports than the general population in the same prison, and graduates are currently returning to the Department at a rate of less than five percent. Substance abuse programming, therapeutic communities, education, U.S. Department of Labor apprenticeships, and other programs offer unprecedented opportunities for offenders to steer away from their criminal pasts towards law-abiding futures. As Hoosiers, we have a right to be proud of the accomplishments we have made.

It can be tempting at a time like this to relax our expectations of ourselves, thinking that we have reached a summit with nowhere left to go. Yet if we look, we can see that there is still so much more that we can do. There are still inefficiencies that can be abandoned. There are new ideas not yet explored. Excellent programs can be made even better as we continue to evaluate what works and why.

We remember that our efforts are not about national recognition or about the title of “leader,” but are about making a difference. It is about creating a safer Indiana for all of us to live and work. It is about changing the lives of offenders and all those that they may touch. While much of what we do day in and day out goes unrecognized or under appreciated, we can have the satisfaction of knowing that our hard work affects real lives in positive ways. As we continue to focus our attention on successful re-entry, we must forget the fundamentals; we must never be afraid to discuss new things and better ways of breaking the cycle of chronic criminal behavior.

One step has already been taken to continue expanding upon re-entry ideas and initiatives. On Monday, February 16, the Commissioner named Mike Lloyd the Director of Transition Facilities and Community Based Programs. In this capacity, he will oversee the Community Corrections Program, Community Transition Program (CTP), community re-entry centers, and the Plainfield Re-Entry Educational Facility (PREF). He will also respond to the challenge issued by Commissioner Buss to develop a PREF-style component in select level-one facilities.

“The opportunities for this position are both exciting and challenging,” said Director Lloyd. “My team and I will work to develop and grow more Community Corrections programs. We want to look at the CTP process and attempt to restructure the practice so we can work smarter, with

less emails or phones calls to courts and facilities asking for information. Our goal will be an enhanced process for case managers to make work release referrals and for the work release facilities to develop programs that benefit the offenders for re-entry.”

Undoubtedly, re-entry remains a top priority in the IDOC, and these updates show just some of the recent progress.

Programs:

The Programs Division is currently in the process of conducting a review of all programs being provided in each Department of Correction Facility. The review is designed to review each program’s:

- Objectives and their measurability;
- Applicability to Community Re-Entry;
- Benefits to the Community;
- Impact on offender behavior;
- Impact on recidivism;
- Impact on idleness;
- Cost benefit analysis;
- Staff characteristics; and
- Overall Program benefits.

These reviews then are developed into an overall report for each facility that identifies strengths, concerns, recommendations, and opportunities. The facilities receive and review the reports, and respond as needed. The reports are then forwarded to the Executive Staff for review.

The process is intended to be a positive one, with the focus being

Article continued on page 8

From the Deputy Commissioner of Re-Entry: Team Re-Entry: Indiana's Hidden Protectors of the Public's Safety Article continued from page 7

strengths and areas of opportunity. The process will allow each facility to identify programs that are functioning well, as well as those that may need improvement. In addition, it gives the facilities the opportunity to review program resources and determine if resources should be reallocated or re-directed. From a big picture standpoint, the reviews will allow the Department to identify system-wide strengths as well as opportunities.

Education:

South Bend Juvenile Correctional Facility and Ivy Tech Community College have entered into a partnership to deliver work-readiness training to students. Through Ivy Tech, the juveniles are accessing courses such as WorkSmarts, IC3 Computer Certification, Cash Management, Serve Safe Certification, and Entrepreneurship. IDOC hopes to expand this pilot project to other juvenile facilities as funding becomes available.

Also, Bill Cosby set aside 5,000 copies of his new book *Come On People* to distribute to the nation's adult prison inmates with the goal of positively affecting their thinking and future behavior. Dr. Cosby has long been the champion of responsible parents, vibrant families and strong communities. Dr. Cosby, through the Correctional Education Association, requested that individual states submit a proposal on how the book would be used in correctional facilities. Based on IDOC's proposal, Dr. Cosby has approved and sent 394 copies of the book to IDOC for distribution and use.

Prison Rape Oversight Group:

The new Prison Rape Oversight Group (PROG) had its first meeting on January 21, 2009 at the Plainfield

Correctional Facility. The PROG now consists of the following members:

- Amanda Copeland, Central Office, co-chair
- Linda Commons, Pendleton Juvenile, co-chair
- Bill Creamean, Plainfield
- John Schrader, Westville
- Rhonda Vega, Westville
- Quentin Storm, Putnamville
- Jodie Wilcox-Taylor, Indianapolis Juvenile

The mission of the PROG is to reinforce the zero-tolerance policy against sexual violence in IDOC facilities, standardize the implementation of and compliance with Prison Rape Elimination Act policies and practices across IDOC facilities, and reduce the number of incidents of staff-on-inmate and inmate-on-inmate sexual violence. At the initial meeting, areas of concern to be addressed by the PROG were identified, including but not limited to:

- Housing for potential predators and victims;
- Use of and options for technology to monitor offenders;
- Sexual Assault Response Team creation and community Memorandums of Understanding (MOUs);
- Review of current Sexual Violence and PREA policies and practices; and
- Ensuring compliance with National Prison Rape Elimination Commissioner standards.

Each PROG member has been tasked with a specific duty/issue for follow up at the next PROG meeting scheduled for March 18, 2009 at the Miami Correctional Facility. Any facility or staff person with an issue or question they would like addressed

by PROG can feel free to submit them to Amanda Copeland at 317-232-1926 or acopeland@idoc.in.gov.

Parole Services:

Over the past 30 years, incarceration rates in Indiana have grown to unprecedented levels. Accordingly, our prisons are releasing record numbers of people each year, and nearly two-thirds are released to some form of parole or community supervision.

As offenders are released to community supervision, parole agencies play a crucial role in the promotion of public safety, reintegration, and individual accountability. We use outcome-based strategies to encourage pro-social behaviors in the areas of substance abuse, employment, health, and family relationships, while holding the individuals accountable for their behavior directly related to public safety issues.

Paroles practices of relying heavily on surveillance in a "trail 'em, nail 'em, and jail 'em" fashion has proven to have little impact upon recidivism. We now focus our efforts on evidence-based treatment, services, and programs that have proven to have a significant impact upon recidivism. Moreover, with the ever-increasing amount of offenders being released from our facilities, tighter budgets, and flat lined resources it is imperative that we focus our efforts with our growing population of high-risk offenders to accomplish a recidivism reduction.

In spite of the decrease in the recidivism rate, the frequency of revocation within parole for technical and new criminal offenses

Article continued on page 16

Miami Honor Guard Presents Colors at Indiana Ice Game

Ann Hubbard, Public Information Officer – Miami Correctional Facility

Miami Correctional Facility's Honor Guard presented the colors at the Indiana Ice Hockey game on Saturday, January 17, 2009. Jeremy Stalhood, MCF's Honor Guard Squad Leader, attends the hockey games on a regular basis and was able to connect with the team's Public Relations department. When he learned that Honor Guards are regularly invited to present the colors before games, he requested Miami be allowed. Once it was run through the proper Indiana Department of Correction channels, the invitation was approved, and the Honor Guard performed the ceremony.

The squad kicked off the game between the Indiana Ice and the Green Bay Gamblers, in front of the largest crowd of the year with 4,800 in attendance. Representing MCF on the squad were Internal Affairs investigator Chris Ramberger, Officer Joseph Townsend, Sgt. Jeremy Stalhood, Sgt. Brenda Bowman, and Sgt. Beverly Abney.

This was the first activation for squad member Officer Townsend. "It was kind of scary my first time out; however, the leaders did a good job setting me at ease. I walked out onto the ice before the game and seeing all the seats was kind of intimidating at first. After the lights went out and the spotlight came on, everything went just like we had rehearsed it."

"We were anticipating doing this on a carpet runner, but upon our arrival, we found out that we would be doing this strictly on the ice," Stalhood said of the event. While this increased their stress level a bit and there were a few missteps, he said no one probably

even noticed. "The guard looked great," said a game attendee.

As an experienced member of the group, Chris Ramberger said it was exciting. "I had some nerves walking out on the ice in front of all the fans with the spotlight on me, because one fast move and I'm down," he added of the slippery ice. But the team just focused on what they had to do. "We remembered what we were there for and loved the flags we were carrying."

Sgt. Brenda Bowman said she was proud to represent the men and women who work at MCF. "I can remember focusing on what was in front of me and holding my breath between steps." Bowman said if she



From left, Sgt. Brenda Bowman, Chris Ramberger, Ofc. Joseph Townsend, Sgt. Beverly Abney; in the rear- Sgt. Jeremy Stalhood.

was to go down, she was going to do all she could to keep the flags off the ice. "I was amazed at how many people were there and how quiet they were when we presented the colors."

The official role of the Honor Guard includes Presentation of Colors at different events, and leading parades, DOC ceremonies, funerals, and church services for DOC staff members and retirees. There are six members on the MCF squad. ■

General Assembly Helps Offenders Dress for Re-Entry

Dalton Haney, Public Information Officer – Plainfield Re-Entry Educational Facility

On Thursday, February 19, 2009, staff of the Plainfield Re-Entry Educational Facility (PREF) received a generous donation of clothing from the Honorable Members of the Indiana General Assembly. State Representative Peggy Welch was on-hand to assist with the donation effort. The clothing was donated as a contribution to PREF's "Dress for Re-Entry" clothing bank. Dress for Re-Entry is similar to a Goodwill or Salvation Army where gently used clothing is distributed to PREF residents (offenders) while at the



PREF staff members Doug Bell, Dave Leisure, and Scott Bowling accept the clothing donations from State Representative Peggy Welch.

Article continued on page 11

Pendleton Correctional Facility Offenders Provide a "Reality Check" to At-Risk Youth

Neil Potter, Public Information Officer – Pendleton Correctional Facility

Several carefully screened Pendleton Correctional Facility maximum security offenders have been selected to participate in a prison intervention program offered to at-risk youth from the community. The Reality Check program, which was established in August 2008, continues to provide participants the opportunity to hear offenders communicate the factors and circumstances that led to their incarceration in hope of deterring young people from a life of crime. Various organizations in the area, such as the Youth Opportunity Center in Muncie and the Youth for Prime Time Center in Anderson, provide student participants for the program.

"The Reality Check Program is designed to educate students on the consequences of making poor choices," states Community Involvement Coordinator Wayne Scaife, who supervises the program at PCF. "It is also our intention to produce a positive program in which students hear the truth from offenders about the poor choices they made in hopes of guiding the students in the right direction," added Mr. Scaife.

"The program has been designed and structured in such a way as to be significantly less assertive and intimidating than the traditional 'scared straight' concept most people are familiar with," stated Superintendent Brett Mize. "In spite of that modification, the youthful participants are subjected to a realistic, candid, and accurate portrayal of the harsh realities of doing 'hard time' in a maximum security prison," added



Offenders conduct a "Reality Check" program in the Pendleton Correctional Facility Parole Board room.

Superintendent Mize. Once all the offender presentations are concluded students are provided the opportunity to ask specific questions they may have.

"I want to talk to you about the bad choices that led me to where I am today," expressed one of the offender participants in a recently conducted Reality Check program. "I didn't want to listen to anyone; I thought I had something to prove. You have to go against the pressure that wants to pull you into the streets," implored the offender to his youthful audience.

"I commend the offenders involved in this program for their willingness to share their experiences, which will hopefully serve as a powerful deterrent to criminal activity," stated Superintendent Mize. "Intervention programs such as this certainly provide the potential to change young lives by providing these kids an opportunity to see where they may end up if they make irresponsible and destructive choices," added Superintendent Mize. ■

Team Mentoring Program at Indiana State Prison

Article continued from page 6

opportunity to reach goals that contribute to the successful rehabilitation of all.

Many offenders have earned multiple degrees and have distinguished themselves throughout the IDOC working in areas that take advantage of their training, education, and experiences. Other offenders had successful careers prior to being incarcerated in various fields relevant to working with mentally challenged people. TM's success is directly linked to offenders who have the qualifications and temperament to work in this field under the guidance and supervision of IDOC staff.

Indiana State Prison has developed and is using this innovative approach to provide the necessary partnership between the offender mentors and the mentally challenged offender. The mentors escort them to receive their medication and ensure that they take it as required. They escort them to the dining facility for their meals and also accompany them to recreation. If the offender has a job in general population the mentor accompanies the offender to the job site and provides the necessary support as required.

As the bond between the mentors and the mentally challenged offender strengthens, both parties benefit. The mentor gets a deep sense of personal satisfaction from being able to help another individual in this prison environment and the mentally challenged individual builds the confidence and self respect that will enable him to successfully adapt to his environment on his own. ■

Governor Daniels Celebrates National Award for Department of Correction Program

In 2005, Governor Mitch Daniels proposed an aggressive new approach entitled "Meth Free Indiana" to address Indiana's meth problem. The Indiana Department of Correction (IDOC) responded to his challenge by creating intensive substance abuse treatment programs for incarcerated methamphetamine abusers. Now that program, Clean Lifestyle is Freedom Forever (CLIFF), has won a national award for its innovation and success.



Governor Daniels talks with Rockville offenders currently in the CLIFF program.

In addition, a former offender who graduated from the Miami Correctional Facility in 2006 spoke at the ceremony about how the program greatly helped him succeed since his release from prison. Dustin Lehman shared his story and thanked the CLIFF program and its staff for being the main reason he has remained out of prison for more than three years.

The CLIFF program launched in 2005, and it is currently active at Miami Correctional Facility, Wabash Valley Correctional Facility, Rockville Correctional Facility, and Logansport Juvenile Correctional Facility. ■



From left to right: Commissioner Buss and Superintendents Julie Stout, Mark Sevier, Lori Harshbarger and Alan Finnan pose with the ACA Exemplary Offender Program Award.

The national award is only given to one outstanding correctional program each year and was presented to the IDOC at an ACA Conference in January. Indeed, ACA Executive Director, James A. Gondles, Jr. said, "ACA's Exemplary Offender Program Award recognizes efforts to reintegrate offenders into society. The goal is for them to become productive citizens. Commissioner Buss and the Indiana Department of Correction stand out in this effort, and ACA is proud of their success."

On February 5, 2009, Governor Daniels was on hand at Rockville Correctional Facility for the presentation of the American Correctional Association's (ACA) Exemplary Offender Program Award to the CLIFF program.

Daniels praised the program and its success by saying, "The CLIFF program is one of our biggest accomplishments because it is a homegrown program that is being copied around America and awarded today as the best of its kind. There is not much we do that turns lives completely around, and I've had now hundreds of men and women struggling to turn their life around. Every one of those successes to me is unforgettable."

At the ceremony, IDOC Commissioner Edwin G. Buss spoke about how methamphetamine use has impacted Indiana in recent years, yet, under Governor Daniels' leadership, Indiana is seeing progress in dealing with its meth problem, through programs such as CLIFF.

Buss expressed, "I am very proud that the CLIFF program has been successful in keeping meth abusers from returning to prison and has now been nationally recognized. Nevertheless, the success stems from the hard work and dedication of offenders who want to improve their lives and the staff who guide them in that journey."

General Assembly Helps Offenders Dress for Re-Entry

Article continued from page 9

facility. The clothes are provided to the incarcerated men who do not have support from family or friends in the community who can provide them with clothing.

Residents of PREF are encouraged to wear civilian clothing while incarcerated to help prepare them for their return to Indiana communities. Donations such as the one from members of the General Assembly are greatly appreciated, not only by the residents of the facility, but also by the staff who work diligently to ensure that the residents are provided the necessary tools for success upon their release.

The program has been in place a little more than two and a half years. ■

The Indiana DOC's Response to the Methamphetamine Epidemic

Jerry Vance, Director of Programs, and Mick A. Schoenrad, Director of Substance Abuse
(Reprinted from ACA Corrections Today)

The state of Indiana has been significantly impacted by the manufacture, sale and abuse of methamphetamine, as have many states across the country. In 2004, Indiana ranked third in the country for meth lab seizures with 1,113. According to Indiana State Police reports, meth lab seizures in Indiana rose by 3,500 percent between 1994 and 2004.

The cost of methamphetamine manufacturing and addiction to individuals, families and society is staggering. Methamphetamine is estimated to cost the state of Indiana more than \$100 million annually through societal impacts such as health care, the criminal justice system and lost productivity. The number of adult offenders incarcerated in the Indiana Department of Correction for dealing or possession of methamphetamine/cocaine increased by 34 percent from 2000 to 2004. Drug laboratory arrests made by the Indiana State Police alone increased from 465 arrests in 2001 to 961 in 2003, amounting to a 100 percent increase in just two years. According to the Division of Children's Services, in some parts of the state, nearly 40 percent of the children who came to the Children in Need of Services system were removed from methamphetamine-contaminated houses.

Addressing the Issue

In 2005, Gov. Mitch Daniels determined that managing the methamphetamine problem in Indiana would require an aggressive approach from a variety of fronts, believing that attacking one leg of the problem would not be

sufficient. Many of the approaches to managing the methamphetamine epidemic had relied solely on law enforcement. While law enforcement agencies continued to actively confront the issues, an increasing number of offenders entered the criminal justice system in need of treatment for methamphetamine abuse and dependence. In an effort to more actively manage this population, the DOC has developed a specialized intensive substance abuse treatment program for incarcerated methamphetamine abusers called CLIFF: Clean Lifestyle is Freedom Forever. Participants are housed separately from the general population to help them focus on their treatment.

The first residential CLIFF unit opened April 11, 2005, at the Miami Correctional Facility. The program is located in a housing unit that holds 204 male offenders. The second CLIFF unit opened June 9, 2005, at the Wabash Valley Correctional Facility and houses 200 male offenders. The third CLIFF unit opened Sept. 1, 2005, at the Rockville Correctional Facility and houses 100 female offenders.

Program Participants

The offenders participating in the CLIFF units are identified as methamphetamine abusers and voluntarily choose to enter these programs. The core part of the intensive treatment component lasts approximately six to nine months. Offenders remain in the CLIFF program after completing the core treatment component and continue to participate in recovery activities,

serving as mentors and senior members. The women's CLIFF unit is structured the same as the men's units; however, gender-specific treatment material is added to the program.

These three programs were designed as modified therapeutic communities. While treatment focuses heavily on addictions, there is a strong emphasis on changing criminal thinking and behavior. The unit staff members engage offenders in up to 15 hours of therapeutic activities per day, seven days a week. These activities include psycho-educational groups, process groups, methamphetamine addiction education, life-skills training, community meetings, support groups and recreational services. The focus of the treatment is to provide offenders with the tools necessary to change their thinking and behavior, resulting in opportunities to develop and maintain a clean and sober lifestyle.

To develop the modified therapeutic community structure, the Therapeutic Community Curriculum Trainers Manual developed by the Substance Abuse and Mental Health Services Administration (SAMHSA)¹ was used as the model. Offenders in the CLIFF units are segregated from general population offenders as much as possible. They participate in recreation, meals and movement segregated from the rest of the facilities' offenders. There is some mixing of the populations for activities where separation is not feasible, such as religious services. Maintaining this separation is critical to the successful

Article continued on page 13

The Indiana DOC's Response to the Methamphetamine Epidemic

Article continued from page 12

operation of an in-prison therapeutic community. This separation drastically reduces contamination of the CLIFF participants offenders by the general population participants.

Staffing

All three CLIFF units use dedicated custody staff. The correctional officers who staff these units have expressed an interest in working in these specialized programs, which is critical in maintaining program consistency and integrity. A training module was developed using segments of the Therapeutic Community Curriculum Trainers Manual to help educate the officers on the overall structure and functioning of an in-prison therapeutic community. This training module includes basic addictions information, education regarding program goals, and the roles of staff and the offender population as it relates to the functioning of the community. Training also provides information regarding understanding and promoting pro-social behaviors and acting as a role model. After using the training modules, the officers must successfully pass a test to demonstrate retention of the information. This training has clearly helped new officers better understand and adapt to working in a prison therapeutic community, and it has helped with maintaining program consistency.

In addition, some CLIFF officers also provide programming, including overseeing the morning community meetings, providing substance abuse education and conducting life-skills training. The use of CLIFF correctional staff to provide programming, as well as operate as role models, helps to support the therapeutic environment on the CLIFF units.

Admission

Offenders must meet specific admission criteria to be eligible for the CLIFF units. They must be substance abusers with a significant history of methamphetamine abuse and must be within 14 to 36 months from release. They also must be free from major discipline issues and have no significant history of violence within the past year. Offenders who are more than 36 months from release will be considered for the programs if they can provide documentation that the judge is willing to consider a modification of the sentence if substance abuse treatment is completed. All CLIFF participants must agree to sign a contract stating that they will adhere to all program rules and guidelines.

Program Components

Research-based best practices material is used throughout the programs. It is well-known that when treating an addicted offender population, addressing the addiction alone is ineffective; the offender's criminal thinking and behavior must also be addressed. The CLIFF unit core curriculum includes Stanton Samenow's Commitment to Change program,² 12 steps of Crystal Methamphetamine Anonymous, and the Matrix Model Therapy,³ which are all designed to focus specifically on methamphetamine addiction. In addition, material from the Federal Bureau of Prisons Substance Abuse Program is used. The Straight Ahead Program⁴ developed by the Texas Christian University Institute of Behavioral Research is a core part of the relapse prevention phase of the programs. The Rockville Correctional Facility CLIFF unit has added the Helping Women Recover program⁵ as part of the curriculum to help better address women's specific issues.

There are three phases to the program: orientation, treatment and reentry. During the orientation phase, offenders gain an understanding of the basic functioning and benefits of a modified therapeutic community and the need to actively participate in all aspects of the program. They obtain knowledge of the negative impacts of addiction, specifically methamphetamine addiction. Treatment begins the process of identifying how chemical dependency has specific negative impacts on their life. By the end of the orientation phase, offenders have developed a motivational level necessary to begin work in the treatment phase of the program.

During the treatment phase, offenders actively participate in all therapeutic activities. They continue to identify how substance abuse has negatively impacted their lives and the lives of those around them. Offenders identify how their thinking patterns and resulting behaviors have directly contributed to their addiction. Offenders begin developing more pro-social attitudes, values and thoughts, and begin developing and practicing behaviors necessary for a clean lifestyle.

During the reentry phase, offenders continue to participate actively in all therapeutic activities. They gain knowledge and understanding of their thoughts and behaviors that contribute to relapse into substance use and other criminal behaviors. Offenders continue emphasizing elements of the treatment phase and create an individualized relapse prevention plan, identifying community resources necessary for a clean and crime-free lifestyle.

Article continued on page 14

The Indiana DOC's Response to the Methamphetamine Epidemic

Article continued from page 13

Once offenders complete the core program, they are encouraged to remain on the unit as senior members and mentors and are strongly discouraged from returning to a general population unit. The goal is for them to remain as active community members who are continuing to work on their recovery until they transfer to a minimum-security work camp, enter work release or reenter the community. As of October 31, 2008, 646 offenders have graduated from the Miami CLIFF unit, with 488 being released from the facility back to the community. The Wabash Valley CLIFF unit has graduated 611 offenders, with 476 being returned to the community, and the Rockville Correctional Facility CLIFF unit has graduated 267 offenders, with 196 being returned to the community.

Measuring Success

DOC officials believe examining program outcomes of the CLIFF units is critical, and numerous outcome measurements are currently being used. The DOC's Substance Abuse Division currently uses testing instruments developed by Texas Christian University Institute of Behavioral Research, including the client evaluation of self at intake (CESI) and the client evaluation of self and treatment (CEST).⁶ These tests have been normed on offender populations and are designed to be given at the beginning of treatment and after treatment interventions have occurred. CLIFF participants are given the CESI upon entry to the program and the CEST once they complete the core program. The tests measure criminal thinking scales, including entitlement, power orientation, cold heartedness, criminal rationalization and personal responsibility. Clearly, these are criminogenic factors that can lead to relapse as well as reincarceration. The DOC has provided these test results

to the Texas Christian University Institute of Behavioral Research, and its preliminary results indicate that the CLIFF units are having a positive impact on the participants' criminal thinking. The formal results are being finalized and will be available in the summer of 2009.

The DOC Research and Planning Division studied recidivism rates of CLIFF graduates and found their recidivism rate is approximately half the rate of offenders who did not participate in the program and who were released in similar time frames. The Research and Planning Division also tracked conduct reports on the CLIFF units as compared with general population units at the same facilities and found conduct violations per 100 offenders are drastically below that of general population housing units. From July 2007 to July 2008, offenders housed in CLIFF units were on average four times less likely to be disciplined for a conduct violation when compared with similar housing units at the same facilities. The DOC intends to track all graduates for three years after their re-entry to society.

In addition, the DOC's Substance Abuse Division, in collaboration with the Research and Planning Division, conducted a recidivism study in April 2008⁷ of 56 CLIFF graduates who were released and then returned to the DOC due to parole violations or new charges. The survey looked at indicators such as housing, jobs, counseling, support group attendance and drug usage. Though the sample size was small, the results were quite telling. Of the 56 surveyed, 45 percent were unemployed or employed part time, and 75 percent of those who were reincarcerated had returned to drug use prior to returning to prison/jail. More than 67 percent were not attending any follow up counseling, and more than

66 percent were not attending any support groups. In addition, 45.7 percent were reincarcerated due to polysubstance use, 14.3 percent due to methamphetamine use, 14.3 percent due to cocaine or crack use, and 12.9 percent due to amphetamine use. More than 65 percent of the returning offenders were under the age of 35.

The results of this study have been provided to all CLIFF program directors and line staff. This information will be used to refine programming, as well as educate CLIFF participants regarding key risk factors that contribute to re-offending. The DOC intends to continue its efforts to evaluate and improve these programs with the goal of increasing offenders' opportunity for successful re-integration into society.

Fortunately, Indiana is beginning to see progress with its methamphetamine problems. According to Indiana State Police reports, between 2004 and 2006, the number of meth labs seized annually decreased by nearly 32 percent. In 2004, the Indiana State Police arrested 885 people during the seizure of meth labs. That figure fell to 507 arrests in 2006, a reduction of 43 percent. According to the Division of Children Services, the number of children affected now has also declined by 40 percent. In 2004, the Indiana State Police reported 172 children exposed to methamphetamine, and in 2006, this figure fell to 144. While Indiana is seeing progress in dealing with its methamphetamine problem, clearly, ongoing efforts need to continue. The DOC will continue its efforts to treat methamphetamine addiction and will strive to improve services to ensure a successful reentry to society for these offenders.

Article continued on page 15

The Indiana DOC's Response to the Methamphetamine Epidemic

Article continued from page 14

ENDNOTES

- 1 Substance Abuse and Mental Health Services Administration. [2006]. Therapeutic community curriculum, trainer's manual: PowerPoint slides. Available at <http://www.kap.samhsa.gov>.
- 2 Samenow, S. [1994] Commitment to change. Available at www.fmsproductions.com/Catalog/Commitment%20to%20Change/Series%20overview.php.
- 3 Hazelden Foundation Matrix Model #0176, www.matrixinstitute.org.
- 4 Bartholomew, N.G., D.D. Simpson and L.R. Chatham. [1993] STRAIGHT AHEAD: Transition skills for recovery. TCU/DATAR Project. <http://www.ibr.tcu.edu/pubs/trtmanual/straight.html>.
- 5 Covington, S.S. [2008]. Helping women recover: A program for treating addiction. Available at http://aia.berkeley.edu/media/pdf/covington_resources.pdf.
- 6 Knight, K., M. Holcom, and D.D. Simpson. [2006] TCU/Brief Intake Interview (SAI), TCU Drug Screen II (TCUDS), Client Evaluation of Self at Intake (CESI) Correctional Population Version, Client Evaluation of Self and Treatment (CEST) Correctional Population Version. www.ibr.tcu.edu.
- 7 Indiana Department of Correction CLIFF Recidivism and Conduct Study, research completed by Amanda Thornton-Copeland and Aaron Garner. ■

A Big PLUS!

Rich Larsen, Public Information Officer, and Hector Ortiz and Brandon Serna, PLUS Participants – Wabash Valley Correctional Facility

Wabash Valley Correctional Medical Services RN Marla Gadberry had an idea. She knew the facility PLUS Unit had been honored as the Indiana Correctional Association Program of the Year, based in part on its community service. Now she wondered if they could lend a helping hand to the facility's 14-bed Infirmary Unit. The Infirmary houses acute care and terminally ill offenders, and she thought some handmade quilts, a specialty of the PLUS unit, would help keep patients much warmer.

PLUS participants went to work, coming up with over 20 individually-designed quilts for the Infirmary. One of the lifers making the quilts said, "Sometimes the touch of a smile and a warm quilt is all that is needed."

The quilts were hand delivered to the men in their beds. RN Gadberry said it was not just the offenders who



PLUS unit staff and offenders display one of their quilts.

were appreciative of the effort. "It was extremely cold outside at the time, nearly record cold, and having the quilts helped regulate the heat for our Infirmary patients. We were so excited to get them and put them to good use."

In December 2008, the PLUS crew hosted members of the Daviess County Sheriff Department. They came not just to tour the unit, but to

check in on a special project for their Department, another creation of PLUS participants' quilts. When a deputy is called to an incident involving a victim who is shaken-up, cold, etc., a quilt is provided for that person to keep and hopefully made he or she feel just a bit better. Sheriff Steve Cox said, "When I come in and see the workmanship, the pride, and the quality, I'm just blown away by it!" A similar project is taking shape for the Sullivan County Sheriffs' Department.

PLUS Casework Manager Jacquie Mize said, "All of the quilts are made individually and are unique to Daviess and Sullivan Counties, in terms of logos and contact numbers. They are truly beautiful and will hopefully help ease the stress and fears of people involved in traumatic situations."

Purposeful Living Units really do SERVE. ■

From the Deputy Commissioner of Re-Entry: Team Re-Entry: Indiana's Hidden Protectors of the Public's Safety Article continued from page 8

contributes to an increase of our incarceration rate. This presents an excellent opportunity to reduce the recidivism rates of parolees and to manage technical violations in a cost effective way that holds individuals accountable and improves behavior and parole outcomes.

Considering the high cost of continuing business as usual in parole services, equipping our parole agencies to support successful and evidenced based re-entry initiatives should be our top priority. To accomplish this will require a commitment from facilities, parole, and law enforcement, along with some non-traditional partners such as Work Force Development, Health and Human Services and a number of faith-based providers. Supervision is only a portion, but an essential part, of the solution. The need for parole, in conjunction with other community

based agencies, to effectively carry out our mission of reducing crime and aiding reintegration has never been greater. With our unique position, we can play a leadership role in forming these partnerships that are so important to successful re-entry.

Performance Metrics:

The Department is continuing to strive for effective program measurement and will be implementing a variety of new performance metric protocols and reporting mechanisms. To capture facility specific, relevant data a new Facility Metrics is being developed. This tool will better capture a wide array of responsibilities within facilities, from safety/security and reentry, to human resource management and fiscal accountability.

To capture internal Division performance, the Department

is creating Division-specific measurements to be captured on a monthly basis that will identify areas of success for replication and issues of non-performance impediments to Division improvement.

Also in the works is a Re-Entry Dashboard, which is a collaborative effort between the IDOC, the Governor's office, and various state agencies. This tool will eventually be utilized to track the resources and services an offender receives prior to entry into the IDOC, during their stay in prison, and upon their release to the community.

All of this is in addition to the already collected Governor's Key Performance Indicators and Metrics that focus on specific fund center performance. ■

PEN Products Hosts Samaritan's Feet and 1.2 Million Pairs of Shoes

Becky Deeb, Public Information Officer – PEN Products

PEN Products is hosting Samaritan's Feet at its central office warehouse. Samaritan's Feet is an international humanitarian organization providing relief to the feet of hurting children and poor people around the world displaced due to poverty, ravaged wars, and natural disasters.

Samaritan's Feet was founded in 2003 by Nigerian native Manny Ohonme, with a seed conceived over 28 years ago on one hot summer afternoon at a camp in Lagos, Nigeria. A stranger from Wisconsin befriended a young

African boy. The young boy, like so many other children in Africa and around the world, had never known the comfort and security of owning a pair of shoes. This "Good Samaritan" gave a life-changing gift and a message of hope to that 9 year old boy. He gave him his first pair of tennis shoes. He went on to compete in sports activities in Africa and was eventually offered a full basketball scholarship at the University of North Dakota (Lake Region). In spite of his successes in America, Manny never forgot the other little boys and girls in Africa who were still living under the strain of poverty,



Manny Ohonme displays the tennis shoes that Samaritan's Feet donates all over the world.

Article continued on page 18

Offenders Face the Fear of Job Interviewing

Jennifer Saroka, Public Information Officer – Madison Correctional Facility

With these tough economic times, too many people are without jobs and are therefore sending out resumes and hoping to go out on job interviews. Imagine the difficulty of writing a resume and facing an interviewer if you were a convicted felon who has recently completed your sentence with the Department of Correction. How are to you answer the tough question about why you have no work history for the last ten years? Then, how do you answer the question about why you were incarcerated in the first place? How do you do both of these things and still have a chance of completing the interview, much less have a chance at getting the job?

With the help of volunteers, the staff at the Madison Correctional Facility is helping offenders prepare by facing these fears and questions head on. "If our offenders can give an impressive interview in front of an interviewer that is someone that they would otherwise be intimidated by, then we know we have done our job well," commented Superintendent Jan Davis. "A county prosecutor and other elected officials are perfect examples of people that offenders find intimidating and may even fear," concluded Davis.

Jefferson County Prosecutor Chad Lewis, City Clerk-Treasurer Dave Adams, and Andy Lytle, President of the Madison-Consolidated School Board, volunteered their time to conduct mock interviews with approximately 20 offenders who were completing a vocational program called Master Student to Master Employee.

Prosecutor Chad Lewis stated, "I was happy to assist and be a part of the mock interviews. It is important to help these women receive the skills and

training needed to transition into the community. For most of the ladies it should be an easy transition, as they have excellent qualities that will assist them in finding employment once given the opportunity. They were all very pleasant and professional in our interviews."

City Clerk-Treasurer Dave Adams stated, "I thoroughly enjoyed the time with the interview candidates. They were very professional, had good eye contact, and made a very good first impression, which is so very important. Their attention to every detail, from the first hand shake, smile, and appearance, was evidence that Teacher Melissa Hess and other staff worked hard to prepare, train, and rehearse the ladies. All of this will be a great asset to the ladies as they move back into a very competitive market place."

School Board President Andy Lytle stated, "The interview process that I participated in at the DOC was a rewarding experience for me personally but a greater benefit for the community and state. When an individual makes a mistake in life there should be a price to pay, but at the same time, the punishment should include an opportunity to improve that individual while serving their sentence. This is beneficial to them but, it is even more beneficial to our society when a person can reassemble into their community and contribute in a positive way. Our local DOC and its employees strive to make a difference and have in many ways. The interview process that I participated in last week allowed me to witness and become involved. The preparation and training prior to our arrival was ever so present in the skills that the inmates demonstrated during their interviews. I am convinced



Offenders are ready for their interview.

that the work that is in place at the Madison Correctional Facility has and will continue to be beneficial to all."

In order to learn about dressing professionally for a job interview, offenders had the opportunity to select business wear from the facility's clothing bank to wear for the interview. The clothing bank is stocked entirely from donations and is primarily used for offenders upon their release.

The Master Student to Master Employee class is a relatively new vocational class offered in the Department of Correction. The curriculum consists of textbook work, public speaking, computer skills, job skills, the interview process, dress for success, and class presentations. A job portfolio is required at the end of the 4-month class, along with a mock interview with community members. Work One works with the ladies to get them enrolled and test for work skills. Right now, Madison Correctional Facility offenders who have participated in the program have a 92% pass rate for the Work Keys test. The general population average pass rate is 54%. Since February 2008, three classes have completed the program with a total of 52 offenders. ■

Hoosier Roadside Heritage

Alisia Lawrence, Public Information Officer – Putnamville Correctional Facility

The Hoosier Roadside Heritage Program, a collaboration between the Federal Highway Administration, the Department of Natural Resources, the Department of Environmental Management, the Indiana Department of Transportation (INDOT), and the Putnamville Correctional Facility (PCF), was developed to beautify roadways by planting indigenous plants and wildflowers along Indiana roadsides.

In the late nineties, INDOT began an innovative program with a primary goal of promoting and incorporating native plants and wildflowers into Indiana's roadside landscape. This program enhances the aesthetics of Indiana roadways, reduces erosion, minimizes costs associated with mowing, lessens storm runoff, controls evasive plant species, and improves soil quality.

In 2008, the Indiana Department of Correction and INDOT formed a partnership to establish a "seed farm" at PCF. The PCF Seed Farm will be the third seed farm in Indiana that will plant plants and collect seeds for distribution by INDOT. The PCF Seed Farm is also designated as the "seed cleaning center" for seeds that will come from Frankfurt and Winamac Seed Farms. PCF staff Bob Dixon, Compost Recycling Supervisor, Bill Lee, Horticulture Instructor, and William Fielding, Coordinator of Roadside Services and Highway Operations with INDOT, coordinate the "seed farm" efforts in conjunction with the facility's Compost and Recycling Operations.

Over 15 acres of state property have been allocated for use to grow seed. The land was treated last fall to control the growth of

"Canadian Thistle," a noxious plant, in preparation of planting seven acres with Monarda, Butterfly Milkweed Yellow Coneflowers seed this summer. The remaining eight acres will be treated this fall and planted in 2010. A starter plot of approximately ¼ acre was planted last summer with purple coneflower, Gloriosa daisy, Lanceleaf Coreopsis, and New England Asters seed. Staff members anticipate that they will have their first harvest of seed this fall.



The photo shows the project's results.

Native plants are plants that were present prior to settlers arriving in Indiana. Wildflowers are plants that the settlers brought with them. Native plants and wildflowers vary from northern to southern Indiana and can withstand extreme climate changes.

"To be able to provide a service that will enrich the lives of Hoosiers and visitors as they travel our fair State is an exciting opportunity. This program will not only contribute to the aesthetics and maintenance of our roadways, but has also provided additional offender jobs, and given opportunity for offenders to provide a service to our communities," stated Bruce C. Lemmon, Superintendent at PCF. ■

PEN Products Hosts Samaritan's Feet and 1.2 Million Pairs of Shoes

Article continued from page 16

drug abuse, war, gangs, and other criminal activity. Through Samaritan's Feet, Manny is continuing the legacy of love and hope he received when he was given that pair of shoes.



PEN Products warehouse stores all the shoes in the Indianapolis warehouse.

Samaritan's Feet acquires shoes through donations and monetary gifts. The PEN Products Indianapolis warehouse is a collection point for nearly 1.2 million pairs of shoes. Offender labor is being used to organize the shoes and prepare them for shipment overseas. Daily, a crew of 5 offender workers arrives from an Indiana Department of Correction Re-Entry Facility to work in the warehouse.

The PEN Products Indianapolis warehouse space was under utilized and available to state agencies and not for profit organizations. Samaritan's Feet has a goal to equip the feet of 10 million impoverished people with 10 million pairs of shoes, over the next 10 years. With PEN Products help, Samaritan's Feet is closer to reaching its goal! ■

IDOC and Crime Stoppers Team Up to Solve Crimes

The Indiana Department of Correction (IDOC) is teaming up with Crime Stoppers in Indiana to pilot a project within prisons to help solve crimes.

The pilot project, which kicked off at the Correctional Industrial Facility in Pendleton, Indiana on December 22, runs a live video stream from the Crime Stoppers website on the closed-circuit televisions in the facility. The video stream contains slides with information on a number of unsolved crimes throughout Indiana.

Offenders watching the closed-circuit television within the facility are encouraged to submit anonymous tips on the cases they see by calling a special telephone number and entering a code. Then, if the information leads to a felony arrest, offenders may be eligible for a

monetary reward that will be paid to their designee outside of the facility.

Lt. Tom Kern, the Program Director of Crime Stoppers Central Indiana, was on hand to introduce the project at the facility. He explained, "All of the cases the inmates see are the same cases the general public can see. This information is updated instantly. It's refreshed, and every day new cases will be brought into the facilities for people to watch on the video."

The IDOC will be the first state corrections agency in the nation to pilot such a program. The program is also being piloted at the Miami Correctional Facility. If the pilot is successful, the program could be expanded to all IDOC facilities.

"This partnership between the IDOC and Crime Stoppers creates



An offender watching the Crime Stoppers video stream is interviewed about the project by WRTV's Crime Beat reporter Jack Rinehart.

an innovative program aimed at increasing public safety. I am confident that this program will yield positive results and be expanded to all IDOC facilities," said IDOC Commissioner Edwin G. Buss. ■

Preparing for Re-Entry through Department of Labor Certification

George Shepherd, Institutional Teacher – Plainfield Correctional Facility

Superintendent Wendy Knight recently stopped into congratulate Mr. Johnnie Scott, Plainfield Correctional Facility barber teacher instructor, on receiving a Certificate of Registration from the U. S. Department of Labor for the Plainfield Correctional Facility Barber Apprenticeship program.

Seventeen offenders have been registered to participate in this 2,000 hours apprenticeship program, which leads to journeyman certification as a barber upon completion.

The U.S. Department of Labor describes the program: "A registered apprenticeship is a formalized structured training program combining on-the-job training and related technical instruction in which paid employees receive practical and technical training in a highly skilled occupation. Apprenticeship is industry-driven career training. Industry determines the skills that are essential to sustain a quality workforce."

The apprenticeship program combines 144 hours of classroom



An apprentice cuts hair under the watchful eye of a journeyman barber. Another apprentice carefully watches the technique being used.

instruction with hands-on training. Students prepare for an examination as part of their classroom instruction.

During the month of February 2009, approximately 1,555 offenders resided

Article continued on page 20

Building Homes and Careers: One House and One Man at a Time

Tim Horan, Public Information Officer – Correctional Industrial Facility



In partnership with Habitat for Humanity, the Building and Trades Class at Correctional Industrial Facility has constructed panelized house packages since January 2007. Prior to January 2007, the program was located at Pendleton Juvenile Correctional Facility. 34 homes have been constructed, and every home represents a class of men who have construction skills to enter residential or commercial construction industry and or apprentice programs.

The students learn the technology, math, safety, industry standards, drafting, and other necessary construction skills in the classroom. It is a win-win situation for everyone. Habitat for Humanity and a deserving family, along with community volunteers, get a house package to erect, and another Building and Trades Class at CIF get the real life experience of applying their classroom lessons.

Besides learning employable skills, the men of the Building and Trades Class take pride in helping families like their own to realize the dream of owning a home. In these times of crisis in the housing market this program is valued by so many

in our community. The Industrial Correctional Facility believes the Building and Trades Program will contribute successful re-entry and the reduction in recidivism.

The Building and Trades Class success is the result of the cooperation of many. Other inmates in the AutoCAD classes create designs and blueprints for the individual needs

of each family that earns a home from Habitat for Humanity. Every department at CIF is committed to the success of this program. The business manager to tool control officer makes the construction of these homes a priority. Many of the men from CIF enrolled in Building and Trades are also living in the Purposeful Living Unit Serve (PLUS) unit. ■

Preparing for Re-Entry through Department of Labor Certification

Article continued from page 19

at the Plainfield Correctional Facility. These offenders have the opportunity to receive barbering services approximately every 28 days. This cycle provides barber apprentices the opportunity to hone their hands-on-skills, while providing barbering services to approximately 56 men on a daily basis. Custody staff members also have the opportunity to use the barber shop. ■



Superintendent Wendy Knight, apprentices, and Mr. Scott pose for a picture in the barber shop.